

2-6-20



Twin Pines Minerals, LLC

February 6, 2020


VIA ELECTRONIC MAIL
Mr. Steven Gustafson
State Trade & Rapid Response Coordinator
REACT Program
Florida Department of Economic Development
steven.gustafson@deo.myflorida.com
WARNnotices@deo.myflorida.com

Dear Mr. Gustafson:

To the extent required by law, this letter constitutes notice under the Federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. Section 2101 et. seq. (referred to as "WARN"), and related Department of Labor regulations, that there will be a "plant closing" as defined by WARN, at the Twin Pines Minerals ("Twin Pines") plant located at 6887 Lightning Strike Road, Starke, Florida 32091. The entire plant is expected to eventually be closed. Job eliminations are expected to be permanent, and are scheduled to occur between February 7, 2020 and June 30, 2020.

Enclosed is the list of job titles of positions expected to be affected at this time, and the number of affected employees in each job classification. The affected employees do not have "bumping rights" and are not represented by any labor organization or other representative. Each employee will be given a description of their benefits and information about the opportunity to transfer to open positions in alternative Twin Pines locations will be made available.

For further information, please contact Cheryl Smith, Twin Pines' Human Resource Director, at (205) 403-5271.

Sincerely,

Cheryl Smith
Human Resources Director

cc: Mayor Wilbur Waters
wwaters@cityofstarke.org



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Job Titles/Positions	Number Affected
Plant Operators	7
Shipping	1
Equipment Operators	15
Maintenance	2
Lab	9
Exploration	6